Comparisons of Job Characteristics

Focus Occupation: Managers, All Other (11-9199)
Associated Occupation: Medical and Health Services Managers (11-9111)

Compare Knowledge
Compare Skills
Compare Abilities
Compare Detailed Work Activities
Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge — Similarity of Focus Occupation to Associated Occupation: 60

Focus Occupation: Managers, All Other (11-9199)
Associated Occupation: Medical and Health Services Managers (11-9111)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Customer and Personal Service	11.3	17.7	11.8	<<	Extensive education and/or training may be required
English Language	11.2	17.0	15.1	<	Expanded education and/or training may be required
Administration and Management	8.4	15.1	14.5	0	Current knowledge level may be sufficient
Education and Training	9.2	15.1	11.0	<<	Extensive education and/or training may be required
Psychology	6.4	14.5	6.1	<<	Extensive education and/or training may be required
Medicine and Dentistry	3.7	13.8	4.9	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	11.6	9.9	<	Expanded education and/or training may be required
Sociology and Anthropology	4.1	10.9	3.2	<<	Extensive education and/or training may be required
Therapy and Counseling	3.8	10.2	2.6	<<	Extensive education and/or training may be required
Economics and Accounting	4.4	9.2	6.0	<<	Extensive education and/or training may be required
Biology	3.7	8.7	5.6	<<	Extensive education and/or training may be required
Philosophy and Theology	3.2	7.2	3.0	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills — Similarity of Focus Occupation to Associated Occupation: 89

Focus Occupation: Managers, All Other (11-9199)
Associated Occupation: Medical and Health Services Managers (11-9111)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Judgment and Decision Making	9.4	12.8	12.6	0	Current skill level may be sufficient
Social Perceptiveness	9.1	12.8	11.2	<	A higher skill level may be required
Monitoring	9.9	12.7	13.3	0	Current skill level may be sufficient
Coordination	9.1	12.5	13.0	0	Current skill level may be sufficient
Time Management	8.9	12.4	11.7	0	Current skill level may be sufficient
Operations Analysis	5.0	12.2	7.2	<<	Extensive development of skills in this area may be required
Service Orientation	7.9	12.1	8.7	<<	Extensive development of skills in this area may be required
Instructing	7.8	11.6	10.2	<	A higher skill level may be required
Management of Personnel Resources	6.9	11.2	11.0	0	Current skill level may be sufficient
Science	4.5	11.2	3.0	<<	Extensive development of skills in this area may be required
Negotiation	6.8	10.7	11.1	0	Current skill level may be sufficient
Persuasion	7.4	10.6	10.5	0	Current skill level may be sufficient
Systems Evaluation	6.4	10.5	11.4	0	Current skill level may be sufficient
Management of Material Resources	3.7	6.5	7.4	>	Skill level is likely sufficient
Management of Financial Resources	3.3	5.5	6.2	>	Skill level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities — Similarity of Focus Occupation to Associated Occupation: 99

Focus Occupation: Managers, All Other (11-9199)
Associated Occupation: Medical and Health Services Managers (11-9111)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Oral Comprehension	12.5	15.0	14.5	0	Current ability level may be sufficient
Written Comprehension	11.0	15.0	14.7	0	Current ability level may be sufficient
Problem Sensitivity	11.1	14.7	13.2	<	Some improvement in abilities may be required
Written Expression	9.8	14.1	14.0	0	Current ability level may be sufficient
Deductive Reasoning	10.6	13.0	13.0	0	Current ability level may be sufficient
Category Flexibility	9.0	11.0	10.7	0	Current ability level may be sufficient
Fluency of Ideas	7.6	10.2	10.0	0	Current ability level may be sufficient
Mathematical Reasoning	6.3	9.3	8.0	<	Some improvement in abilities may be required
Time Sharing	6.6	8.2	7.8	0	Current ability level may be sufficient

The maximum possible rating is 25.

There are no common work activities.

Tools and Technologies that Both Occupations Have in Common	Similarity of Focus Occupation to Associated Occupation: 52

Focus Occupation: Managers, All Other (11-9199)
Associated Occupation: Medical and Health Services Managers (11-9111)

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Content management software	6
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Information exchange software	1
Network applications software	1
Vision protection and accessories	3

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.